
**REPRESENTATIVE
KEVIN HERN**



**OKLAHOMA'S FIRST
DISTRICT**

HERCULES ACT

HELP END REDUNDANT CLAIMS UNNECESSARILY LEAVING EMPLOYERS SUFFERING ACT

- Removes burdensome red tape and eliminates redundancies within adverse action appeals
- Limits adverse action grievances to be filed in one office per grievance, rather than four different offices for the same grievance.
- Empowers managers to uphold their expected managerial roles by eliminating burdensome redundancies within grievance filing.
- Removes restrictive policies that prohibit managers from promoting efficiency and productivity within the workplace.

BACKGROUND INFORMATION

- Adverse action occurs when an employer behaves in a way that puts an individual or group of people at a disadvantage as far as equal employment opportunities go. If any employee believes that his/her employer has taken adverse action against them, they may file a grievance.
- Currently, federal employees can file grievances with up to four entities: U.S. Merit Systems Protection Board (MSPB), U.S. Federal Labor Relations Authority (FLRA), Office of Special Counsel (OSC), and Equal Employment Opportunity Commission (EEOC). Additionally, grievances can also be filed through a union or federal court. Federal employees can also appeal formal disciplinary actions, such as demotion or steps towards firing, as well as compensation.
- The current appeals process employees can take in response to adverse action is overly broad and redundant. The prospect of time-consuming appeals can deter federal managers from taking adverse employment actions that are warranted against a poorly performing employee. Redundancy within this process causes decreased efficiency, productivity, and wastes taxpayer dollars.

This bill would require that federal employees can only file a grievance with one of the four offices, and allows the employee to decide which office to file their grievance in. By limiting employees to filing grievances within one office rather than four, this eliminates redundancy and increases efficiency within the other respective offices.
